

**Richmond Tri-Cities  
Local Human Rights Committee Meeting Minutes  
September 19, 2006**

Hosted by: Taylors Enhanced Living  
Location: Rod and Gun Club, Fort Lee

**Committee Members present:** Sebastian Symeonides, Lynn Robinson, Christian Bennett, and Tarah Comer

**Committee Members absent:** Otis Lockhart

**Affiliates present:** Taylors Enhanced Living (Denise Taylor, Sophonia Pettiford), Wilkerson's Consultants (Thomas Chase), Changing Fazes, Inc. (Ebony Sauls), Between the T's (Toney Mashore, Thomila Wilson), Faith and Family Advocate LLC (Deidre W. Whittle), Good Neighbor Homes, Inc. (Pascal B. Thebaud, Matt Marek), Family Impact Inc. (Felicia mattocks, Steven Thompson, Ramianda Thompson), Dupe Osunbunm (Mercy N Grace), Edgewood Group Family Services (Travis Crocker), Halo, Inc. (Harry Legros), Renewance Services LLC (Frederick Rogers), Hope Unity and Freedom LLC (Georgina Simmons), Youth Pathways (Adolph Littleton), Lumzy's Residential Services (Laverne Lumzty, Earnie Lumzy), Safe Haven Inc. (Grace Ilori, John Bamisile), Life Construction Mental Health Services (Eunice Gilchrist, Sandra Nutall), Faith Partners Care Group (Tracey Jefferson, Lisa Adkins), Transitional Adult Residentail Care (Linda Davis), Open Arms Family Services, Inc. (Marchal Anderson, Cherodnicker Brown), Isaiah's House (Tyrone Kidd), and Substance Abuse Consulting Services (Ron Smith), Family Transitions (Franko Britt).

**Affiliates absent:** Westlake Residential and Community Connections.

**Others present:** Jim Bowser, Regional Advocate

**I. Welcome/Call to Order**

The meeting was called to order by Sebastian Symeonides at 6:20 pm

**II. Introductions**

Members and affiliates gave introductions, providing program name and name of representative(s)

**III. Approval of Minutes**

- A. No corrections were noted to the minutes of May 18. A motion to approve these minutes was made by Christian Bennett and seconded by Tarah Comer. The minutes were approved for May 18.
- B. The minutes of July 18 were circulated. No corrections were offered to the minutes of July 18.

**A motion was made and passed to approve the July 18, 2006 minutes.**

#### **IV. Meeting Host Schedule**

A meeting host schedule has been made until March 2007. Due to Mr. Redd's absence, discussion of a complete schedule following March 2007, will be deferred until the next meeting.

#### **V. LHRC Policies and Procedures Review**

A. Family Impact presented their policies and procedures for review. As reported by Steven Thompson, Family Impact is offering intensive in-home services to clients in jeopardy of out of home placement or as a step down from more intensive services such as residential. Services are not accepted for clients with a history of violence, an IQ less than 70, active psychosis, brain injury preventing learning processing, substance abuse history, or clients exhibiting anti-social personality features. The target population is ages 5-18. Referrals are given by DSS, FAPT, self-referrals, and court services. Mr. Thompson described a holistic approach to their services. The intake process involves a pre-screening by an LCSW, assessment, 30-day service plan, and discharge planning is begun at the time of intake. Mr. Thompson reported that human rights training would be done yearly to staff by the president and CEO. Issues to be addressed in the training include: confidentiality, assurance of rights, and Crisis Wave behavior management (one time per year). Restraint is practiced as an emergency or last resort behavior management and is only implemented when client is at serious danger of harming self, others, or severe property destruction. No time-out or seclusion interventions will be practiced by the agency.

1. Mr. Bowser recommended that the agency and all affiliates access training resources for human rights on the department web-site ([www.dmhmrzas.virginia.gov](http://www.dmhmrzas.virginia.gov)). Mr. Bowser instructed affiliates to look under 'offices' and click on 'human rights' to access training materials for employees on human rights.
2. Christian Bennett commented that the information mailed to him appeared to focus heavily on employee policies and stated he had difficulty locating specific policies relating to human rights within all the information. Mr. Bowser reiterated to affiliates that only policies pertaining to human rights need to be reviewed by the board and reminded affiliates to mail only those identified policies to board members.
3. Sebastian Symeonides encouraged Mr. Thompson to research and understand the difference between intensive in-home services and mentoring.

**A motion was made and passed to accept the approved Human Rights Policies and Procedures of Family.**

## **VI. By-Laws Language Revisions**

- A. Mr. Bowser reported that the state committee has made important language changes to the by-laws. Mr. Bowser circulated a copy of these by-laws.
  - 1. First in relation to quorums, there must be a simple majority to appointed members in order to conduct business of the LHRC. There must be no less than three members of the committee present to meet quorum.
  - 2. Second, each committee should select a number of meetings that a committee member may be absent before their membership from the committee can be considered for removal. The majority of the committee (Lynnn Robinson, Sebastian Symeonides, and Tarah Comer) accepted 'two' as the number of meetings that a committee member may be absent from before the committee can act on removal of the committee member. Christian Bennett requested the committee select 'three'.

**By majority, 'two' was accepted as the number of meetings a committee member may miss prior to vote for removal from the committee.**

## **VII. Next Meeting Schedule**

- A. A list to update address was circulated throughout the meeting. The board reminded all affiliates and committee members to ensure their information is correct.
- B. The next meeting will be held on November 21 and will be hosted by Open Arms.

## **VIII. Human Rights Activities Reporting**

- A. The following affiliates reported their activities: Changing Fazes (Ebony Sauls), Family Transitions, Inc. (Franko Britt), Lumzy's Residential Services (Laverne Lumzy), Renewance Services, LLC (Frederick Rogers), Faith Partners Care Group (Tracey Jefferson), Halo, Inc. (Harry Legros), Mercy-N-Grace Residential (Dupe Isanbunm), Safe Have, Inc. (Grace Ilori), Substance Abuse Consulting Services (Ron Smith), Youth Pathways (Adolph Littleton), Between the T's (Thomila Wilson), Edgewood Group Family Services (Travis Crocker), Life Construction, Hope Unity and Freedom (Georgina Simmons), Open Arms Family Services (Marchal Anderson), Taylor's Enhanced Living (Denise Taylor), Transitional Adult Residential (Linda Davis), Wilkerson's Consulting (Thomas Chase), Faith and Family Advocates (Deidre Whittle), Good Neighbor Homes (Matt Mattock), Isaiah's House (Tyrone Kidd), and Family Impact (Felicia Mattocks)

**A motion was made and passed to accept Human Rights Activities Reports from the above listed providers.**

## **IX. Adjournment**

The meeting was adjourned at 8:20 by Sebastian Symeonides